



# CANDID

presented by

Sarah Boyer, Zach Burnside, & Tate Matley

# Agenda

- 1 The Problem
- 2 Our AI Solution
- 3 Features
- 4 Demo
- 5 Questions



# The Problem

- \* **Filling positions**
  - Internal v.s. external
  - Qualified
  - Extensive applicants - 250 resumes, only 4-6 candidates will get called to interview, and one will get the job
  
- \* **Upskilling**
  - 1-3 hours to create upskill plan, 70% of an HR representative's time
  - Explanation of associated data



## Sources:

- <https://blog.hiringthing.com/job-application-statistics>
- Entrada HR Professional- Heidi Boyer
- <https://www.benefitnews.com/opinion/the-dos-and-donts-of-employee-upskilling-a-strategic-guide-for-hr-leaders>



# CANDID: An AI-Powered Talent Optimization Platform

- ★ Intelligent Skill-to-Role Matching
- ★ Personalized, Actionable Upskilling Plans
- ★ Transparent, Human-Readable Explanations
- ★ Built-In Governance & Risk Safeguards

Transforms static HR data into intelligent  
workforce insights



# AI Driven Talent Optimization

## \* AI Resume Parsing

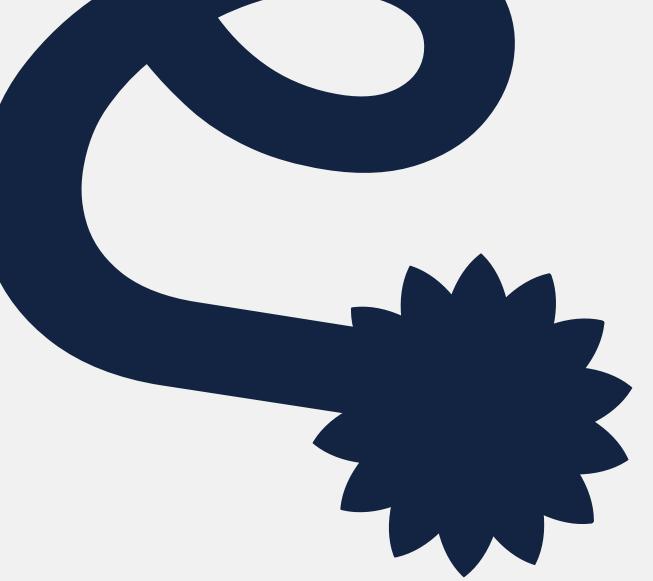
Extracted text from resume uploads is sent to Claude AI which returns structured JSON and matches skills with estimated proficiency levels for new candidates.

## \* AI Upskilling Plans

For employees viewing skill recommendations, the system identifies skill gaps where proficiency < required level. AI then generates an upskilling plan pdf for each skill gap designed to help the candidate develop skills on a realistic timeline

## \* AI Generated Candidate Explanations

For each job recommendation, managers can request an AI generated explanation of why a candidate is ranked where they are.





## ML-Powered Candidate-Job Matching

Combined skill matching with ML predictions in a hybrid model to generate recommendations that get better over time.

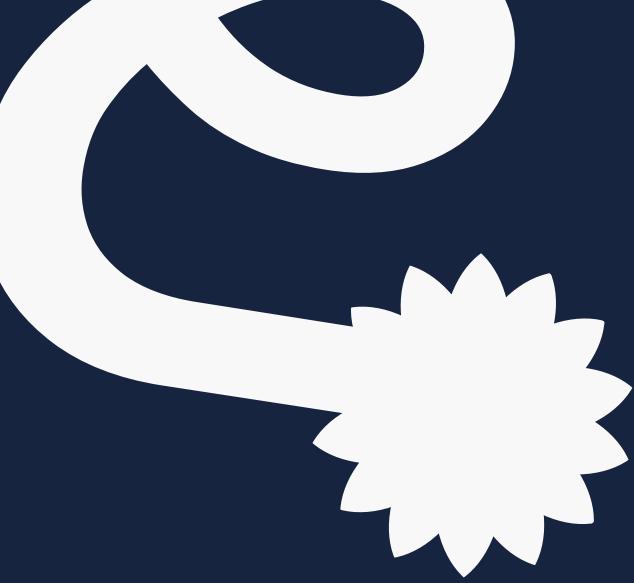
Skill Matching (70%): Integrated a hybrid scoring model that compares candidate proficiency levels against job-required skill levels, weighted by importance

ML Predictions (30%): A logistic regression model trained on historical outcomes (hired vs. rejected)



# Data Privacy, Bias & Security

- **Data Privacy**
  - 1. Privacy policy/data sharing agreement
  - 2. Fair Information Practice Principles (FIPPs)
- **Bias**
  - 3 step decision making process:
    1. AI Agent
    2. Model Explanation
    3. Final Decision
- **Security**
  - 1. Access control - separate roles
  - 2. Data protection
  - 3. System security - secured log in system



# Additional Features

## Full CRUD System

Create, edit, and manage employees, applicants, jobs, and skills – including AI resume parsing.

## Role-Based Access

Secure login with structured permissions and internal vs. external candidate distinction.

## Tableau Analytics Dashboard

Live talent match insights, hiring breakdowns, and performance analytics.





# CANDID

FINDING THE RIGHT  
PEOPLE THE RIGHT WAY



# CANDID

Optimizing Talent. Reducing Risk. Enabling Growth.

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- ★ Unlocks internal talent before hiring externally
- ★ Aligns evolving skills to strategic business priorities
- ★ Embeds fairness, transparency, and privacy into every recommendation
- ★ One connected platform for employees, applicants, jobs, recommendations, and analytics
- ★ Upskilling at scale – personalized development plans generated in seconds, not hours, freeing HR to focus on people instead of paperwork

Turning workforce data into confident, intelligent decisions.

